

TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE



FISCAL NOTE

SB 102 - HB 158

February 20, 2023

SUMMARY OF BILL: Prohibits a local education agency (LEA), public charter school, or public institution of higher education from requiring an employee to complete or participate in implicit bias training or from taking an adverse employment action against an employee for refusal to complete or participate in implicit bias training. Prohibits the State Board of Education (SBE) and the Department of Education (DOE) from requiring an educator to complete or participate in implicit bias training as a requirement for educator licensure, professional development, program participation, or otherwise.

FISCAL IMPACT:

Increase State Expenditures – \$94,300/FY23-24 and Subsequent Years

Assumptions:

- Currently, 28 out of 44 Educator Preparation Programs (EPPs) participate in the national Council for Accreditation of Educator Preparation (CAEP) comprehensive review as part of their program approval process. The CAEP standards address personal biases that may be in violation of this bill.
- The proposed legislation would require all EPPs to participate in a state-managed comprehensive review (TNCR).
- DOE will need to revise the TNCR handbook to omit any references of implicit bias. The TNCR handbook utilizes the CAEP standards and references to biases are made in Standard 1 of the CAEP standards.
- The Educator Preparation team within the Human Capital Division in the Office of Statewide Supports is responsible for managing and facilitating comprehensive reviews, revising and managing the TNCR handbook, and taking a recommendation to the SBE.
- DOE will require one additional position to cover the needs of requiring all 44 EPPs to complete the TNCR and to manage the day-to-day operations and communications with EPPs as part of the comprehensive review process. The position will also manage the daily operations of the advisory committee on educator preparation (ACEP) and would forward recommendations for SBE approval.
- One Education Consultant 3 position will increase state expenditures \$94,322 (\$74,604 salary + \$19,718 benefits) in FY23-24 and subsequent years.
- Any impact to LEAs, SBE, or public institutions of higher education is estimated to be not significant.

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink that reads "Krista Lee Carsner". The signature is written in a cursive, flowing style.

Krista Lee Carsner, Executive Director

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